

JOB CHARACTERISTICS AND JOB SATISFACTION
IN CHINA

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JOB CHARACTERISTICS AND JOB SATISFACTION IN CHINA

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ABSTRACT

Employees do not work for a living but for the job nowadays. It is very important to make sure what influence the job has on the job satisfaction. On the basis of a job characteristics model, this study aims to identify the relationships between job characteristics and job satisfaction. The theoretical meaning of this study is to supplement the job characteristics model and incentive theory by answering two questions-whether the job characteristic model can adapt to enterprises in China and whether the relationship between job characteristic and job satisfaction will change under different job circumstances. The practical meaning of this study is to offer some considerations for the organizations in China on job redesigning and job enrichment.

Research variables are dimensions of job characteristics (job control, job variety, autonomy, dealing with others, friendship), job satisfaction.

This study collected samples from 13 corporations and these corporations can be divided into four different organizations. All of these corporations come from six provinces in china. The respondents in this study work in management, marketing, manufacturing and R&D.

Key words: job satisfaction, job characteristics,

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CHAPTER 1

INTRODUCTION

1.0 Introduction

Chinese organizations started to focus on the motivating of their employees since the 1990s, when various Western management theories were introduced into China. Many enterprises tried to improve the employees' job satisfaction by the innovation of HRM, which was a big leap from the traditional Personnel Management mode in China. Since 2003, when "The talent issue is the critical issue in the improvement of both CCP(Central Committee of Party) and China" was confirmed in the Conference of National Talents Work and afterwards the CCP came up with the strategies of "People Oriented" and "Develop China by Talent", the HR problem was becoming more and more critical and the HRM seems to be much more important than ever before. Under such conditions, China's HRM research and practice are developing fast, and China is experiencing an unprecedented prevalence of the need for HRM. .

Job satisfaction has an important significance to both organization and employees according to much researches since the 1830s. At the organizational level, the assessment to job satisfaction can reflect the current operational conditions of the organization (Spector, 1997). Employees in different organizations have different

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